

EXECUTIVE BOARD



Jean-Michel Wins, Stephan Bauer, Andreas Spreiter, Matthias P. Huenerwadel

Stephan Bauer

Chief Executive Officer

Stephan Bauer was born in 1961 and is a German citizen. He took a degree in Engineering and Management at the Munich University of Applied Sciences (FH) and began his professional career at BMW in Munich in 1987 as a project manager for the launch of new vehicle models. From 1991 to 2008 he worked for Siemens VDO Automotive AG (which became Continental Automotive in 2007) in various regional and global management positions in the field of sales and marketing and general management. In 2004 he was appointed CEO of Diesel Systems. From 2008 to 2013 Stephan Bauer was CEO and President Control Products & Systems at the Siemens Building Technologies division, where he was responsible for the entire product spectrum. He joined our company in September 2013 and took over the position of Chief Executive Officer and Chairman of the Executive Board of the Forbo Group as of January 2014.

Andreas Spreiter

Chief Financial Officer

Andreas Spreiter was born in 1968 and is both a Swiss and a British citizen. He studied at the Federal Institute of Technology (ETH) in Zurich where he was awarded his engineering degree in plant production and engineering. From 1993 to 1998 he was Business Unit Controller at Landis + Gyr (Europe) AG. He then joined Siemens Metering AG, where he was Head of Finance and Controlling for two years and was then appointed to head the Electronic Meters Competence Center. From 2002 to 2012 he was Executive Vice President and Group Chief Financial Officer of Landis + Gyr AG. He is a member of the Board of Directors at Reichle & De-Massari AG. Andreas Spreiter joined the Forbo Group in January 2013 as a member of the Executive Board and Chief Financial Officer.

Matthias P. Huenerwadel

Executive Vice President Flooring Systems

Matthias P. Huenerwadel was born in 1968 and is a Swiss citizen. He studied engineering at the Federal Institute of Technology (ETH) in Zurich, specializing in manufacturing technologies and technology management. He began his professional career as assistant to the Executive Board of Franke Holding AG. In 1996, he moved to the USA, where he was responsible for logistics, information technology, and customer service with Federal Home Products, Ruston. From 1999, he held various managerial positions for Franke Food-service Systems and managed its European operations from 2002 to 2005. Matthias P. Huenerwadel joined the Forbo Group as a member of the Executive Board in October 2005 where he was appointed head of the Movement Systems division. He has been head of the Flooring Systems division since January 2013.

Jean-Michel Wins

Executive Vice President Movement Systems

Jean-Michel Wins was born in 1967 and is a Belgian citizen. He studied business administration and languages at the IPET in Nivelles, Belgium, and began his professional career in Germany at Calberson GmbH, where he held various specialist functions. He then moved to Simut Sicherheit GmbH for two years, where he was in charge of sales and marketing. From 1992 to 1996 he was Export Manager at Brabus GmbH and from 1996 to 2002 he held various sales and managerial functions at Hirschmann Electronics. In 2002 he switched to Grammer AG, headquartered in Germany, where he held a number of international sales and senior management positions; in 2009 he was appointed Vice President responsible for the Offroad Seating Business Unit. As a member of the Executive Board, Jean-Michel Wins took over management of the Movement Systems division in January 2013.

GROUP STRUCTURE

Forbo has performed better than average in the last ten years compared with other exchange-listed companies. With its two focused divisions, the Group is now a world leader in its markets, free of debt, and in possession of adequate resources for further strategic development. Despite the challenging market conditions in the year under review, Forbo now faces the task of maintaining its successful performance of recent years, on the one hand, and – with the means available – of reinforcing and expanding its positions in the global market through strong organic growth and acquisitions, on the other hand.

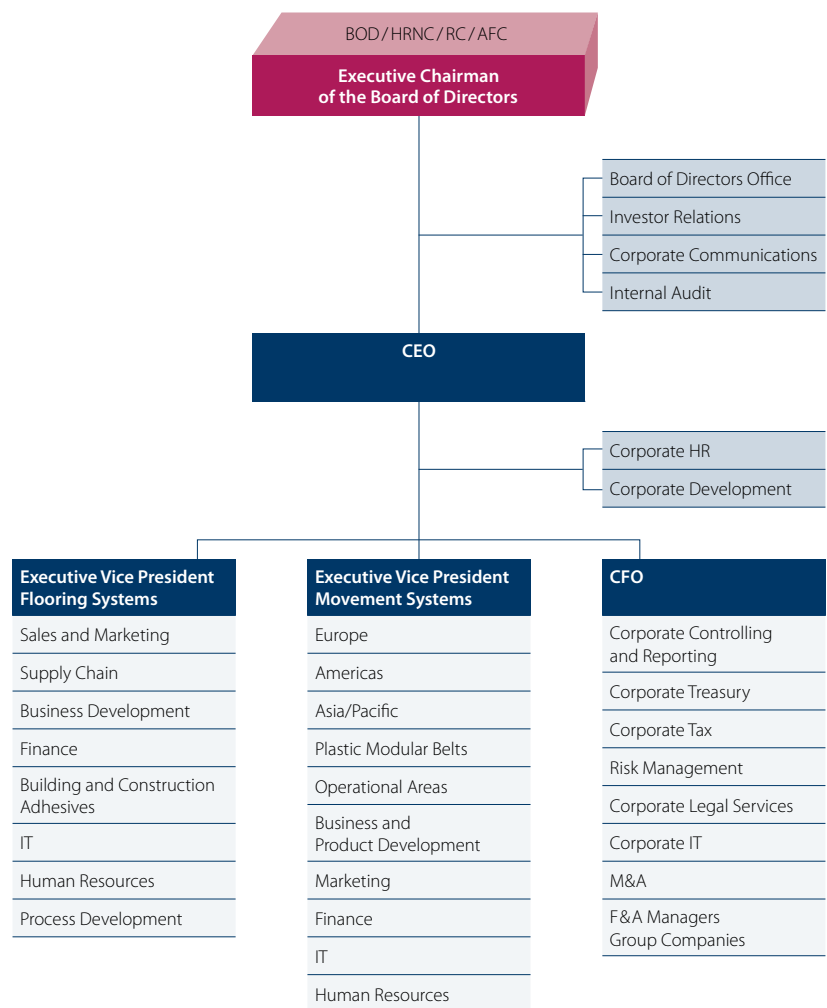
Whereas Forbo was managed until the beginning of 2014 by one person who exercised two functions – Delegate of the Board of Directors and CEO – the change at the top executive level made at the Ordinary General Meeting of April 2014 redefined the tasks and responsibilities by appointing a separate Executive Chairman of the Board of Directors and a CEO.

Tasks of the Executive Chairman of the Board of Directors

- Leading the Board of Directors
- Preparing the decisions of the Board of Directors and ensuring they are executed
- Representing and positioning the Group in the public
- Overall management of strategy development and involvement in realizing key strategic projects
- Management of relationships with key accounts and business, sector and capital market partners

Tasks of the Chief Executive Officer

- Operational management of the Group
- Leading the Executive Board
- Development and operational implementation of the strategies
- Implementation and monitoring of multi-year planning and budgets
- Supporting the Executive Chairman of the Board of Directors in preparing important projects relating to strategy, personnel, and finances for discussion and decision-taking by the Board of Directors



BOD Board of Directors
HRNC Human Resources and Nomination Committee
RC Remuneration Committee
AFC Audit and Finance Committee

■ Member of the Executive Board

BOARD OF DIRECTORS



Vincent Studer, Michael Pieper, Claudia Coninx-Kaczynski, This E. Schneider, Dr. Peter Altorfer, Dr. Reto Müller

This E. Schneider

Executive Chairman

Member of the Board of Directors of Galenica SA, Berne
 Member of the Board of Directors of Rieter Holding AG, Winterthur
 Member of the Board of Directors of Autoneum Holding AG, Winterthur

Michael Pieper

Vice Chairman

Owner of the Artemis Holding AG (formerly Franke Holding AG), Hergiswil
 Chairman of the Management Board of Artemis Management AG (formerly Franke Management AG), Aarburg
 Member of the Board of Directors of Hero AG, Lenzburg
 Member of the Board of Directors of advalTech Holding AG, Niederwangen near Berne
 Member of the Board of Directors of AFG Arbonia-Forster-Holding AG, Arbon
 Member of the Board of Directors of Berenberg Bank (Schweiz) AG, Zurich
 Member of the Board of Directors of Rieter Holding AG, Winterthur
 Member of the Board of Directors of Autoneum Holding AG, Winterthur
 Member of the Board of Directors of Reppisch-Werke AG, Dietikon

Dr. Peter Altorfer

Vice Chairman

Partner at the law firm Wenger&Vieli AG, Zurich
 Member of the Board of Directors of Huber + Suhner AG, Herisau
 Member of the Board of Directors of agta record ag, Fehraltorf
 Member of the Board of Directors of Abegg Holding AG, Zurich
 Member of the Board of Directors of Altin AG, Baar
 Member of the Board of Trustees of Werner Abegg Fonds, Zurich
 Member of the Board of other private and foreign banks and non-listed investment and real-estate companies in Switzerland

Claudia Coninx-Kaczynski

Member

Member of the Board of Directors of Tamedia AG, Zurich
 Member of the Board of Directors of Swisscontent AG, Zurich
 Member of other Trustees and Committees

Dr. Reto Müller

Member

Full-time Chairman of the Board of Directors of Helbling Holding AG, Zurich
 Member of the Council of SWISSMEM, Zurich
 Member of other Boards of Directors

Vincent Studer

Member

Partner, member of the Board of Directors and of the management of T + R AG, Gümligen near Berne
 Member of the Board of Directors of Bank EEK AG, Berne
 Member of other Boards of Directors or Boards of Trustees